

Climate Survey Summary

November 28, 2005

Background

Based on the discussion at the 11/14/05 HR Subcabinet meeting, this spring DOP will conduct an enterprise-wide climate survey. Agencies retain flexibility to add additional questions or conduct their own survey and email the data to DOP in Excel or similar format.

The Survey

- Electronic (12 issues questions plus 3 demographic questions) using Perseus Survey Solutions
- The survey period will last six weeks (March 1, 2006 – April 14, 2006)
- Cost to agencies will be \$1 or less per respondent
- DOP will conduct the next enterprise-wide survey in 18 months (fall 2007)

Communication

DOP will help with communications by providing:

- Sample letter to agency directors to send to employees encouraging participation
- Step by step instructions to agency contacts describing how the survey will work

Timing

- November 2005 Cabinet briefed on survey proposal
- December 2005 Limited pilot conducted at DOP, DOL, DSHS and Dept. of Printing
- January 2006 Apply lessons learned
- Jan./Feb. 2006 Directions and boilerplate language submitted to agencies

Issue Statements (Employees respond on a scale of 1-5)

The questions below were originally developed by a state agency workgroup and reviewed and edited by Washington State University professor Nicholas Lovrich, Ph.D. Additional minor changes were suggested by Subcabinet members.

- 1) I have the opportunity to give input on decisions affecting my work.
- 2) I receive the information I need to do my job effectively.
- 3) I know how my work contributes to the goals of my agency.
- 4) I know what is expected of me at work.
- 5) I have opportunities at work to learn and grow.
- 6) I have the tools and resources I need to do my job effectively.
- 7) My supervisor treats me with dignity and respect.
- 8) My supervisor gives me ongoing feedback that helps me improve my performance.
- 9) I receive recognition for a job well done.
- 10) My performance evaluation provides me with meaningful information about my performance.
- 11) My supervisor holds me and my co-workers accountable for performance.
- 12) I know how my agency measures its success.